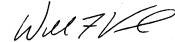


## MEMORANDUM

**TO:** All Department and Division Heads  
**FROM:** William F. Vernile, Director of Human Resources  
**DATE:** July 1, 2015  
**SUBJECT:** Classification and Pay Plan 2015-2016



Enclosed please find the Classification and Pay Plan for 2015-2016. The Plan incorporates the four basic categories of employees:

- A. Unclassified Personnel (primarily Department and Division Heads): Biweekly pay rates are set equal to one twenty-sixth of the annual pay rates.
- B. Organized Personnel (Police, Dispatchers, and Public Works Union members): Biweekly pay rates are set per contract provisions.
- C. Non-organized Classified Personnel (all other full-time employees): Biweekly pay amounts are set in accordance with pay ranges established by the Position Classification and Pay Plan. An individual's step increase becomes effective on the anniversary date of his/her employment or promotion.

NOTE: Effective July 1, 1996, there are two different salary schedules for Non-Organized Classified personnel. One schedule is for employees hired prior to 7/1/96; the other schedule is for employees hired on or after 7/1/96. Please use them accordingly.

- D. Temporary, Seasonal and Part-time (Hourly basis).

A Payroll Calendar is also included. Step increases are predicated upon satisfactory performance of a position's duties. If a Department Head feels that an employee's attitude, work skills or productivity is unsatisfactory, a step increase may be delayed, pending performance improvement. Requests for delays in step increase should be communicated to the Human Resources Department. In such cases, it will become necessary to develop a performance improvement program, including desired performance criteria, and a timetable to meet them. It will be the responsibility of the Department Head to inform the employee of the delay in step increase, develop a performance improvement program in conjunction with the employee, and review the program with the Director of Human Resources.

WV:dd  
Enclosure

**TOWN OF AVON, CONNECTICUT**  
**CLASSIFICATION AND PAY PLAN**  
**(PART II - COMPREHENSIVE PERSONNEL PLAN)**

For the Fiscal Year  
Beginning July 1, 2015

## **TABLE OF CONTENTS**

Alphabetical Listing of Positions/Classification of Positions .....	1-2
Non-Organized Classified Positions/Assignment of Position to Salary Range.....	3
Schedule for Standard Salary and Wage Ranges for Full-Time Non-Organized Positions .....	4-5
Organized Positions:	
Police Department .....	6
Dispatchers .....	6
Public Works Department .....	7
Public Works Seasonal Salary Schedule .....	7
Library Wage Schedule .....	7
Intern Wage Schedule.....	7
Unclassified Position: Range / Salary.....	8
Recreation Wage Schedules for Seasonal Employees .....	9
Payroll Calendar .....	10
Police Payroll Calendar .....	11

## **TOWN OF AVON - ALPHABETICAL LISTING OF POSITIONS CLASSIFICATIONS**

**NCP** – Non-Organized Classified Position

**OP** - Organized Position

**UP** -Unclassified Position

### **POSITION**

### **CLASSIFICATION**

Accounts Clerk	NCP
Administrative Clerk I and II	NCP
Administrative Coordinator (Public Works, Recreation)	NCP
Administrative Secretary I and II	NCP
Administrative Analyst	NCP
Aquatics/Facility Director	NCP
Assessment Aide	NCP
Assessment Technician	NCP
Assessment Clerk	NCP
Assessor	UP
Assistant Assessor	NCP
Assistant to the Assessor	NCP
Assistant Building Official	NCP
Assistant Building Official/Fire Marshal	UP
Assistant Collector of Revenue	NCP
Assistant Library Director/Adult Services	UP
Assistant to Collector of Revenue	NCP
Assistant to Town Engineer	UP
Assistant to the Town Manager	UP
Assistant to the Town Planner	UP
Assistant Town Clerk I and II	NCP
Assistant Town Engineer	UP
Assistant Town Manager	UP
Building and Grounds Superintendent	UP
Building Official	UP
Building Office Technician	NCP
CAD/GIS Manager	NCP
Children's and Teen Services Manager	UP
Circulation and Outreach Manager	UP
Civil Engineering Assistant	NCP
Collector of Revenue	UP
Communications Dispatcher	OP
Crew Leader	OP
Deputy Building Official	UP
Deputy Director Public Works	UP
Deputy Fire Marshal	NCP
Deputy Town Engineer	UP
Executive Secretary	NCP
Finance Director	UP
Fire Inspector	NCP
Fire Marshal	UP
Highway Superintendent	UP
Human Resources Director	UP
Landfill Attendant	OP
Library Director	UP
Library Aide	NCP
Library Assistant	NCP
Library Specialist	NCP
Library Technical Assistant	NCP

**POSITION****CLASSIFICATION**

Personnel Administrator	UP
Planning Aide	NCP
Planning and Community Development Director	UP
Planning and Community Development Specialist	UP
Police Captain	UP
Police Chief	UP
Police Detective	OP
Police Lieutenant	UP
Police Patrol Officer	OP
Police Records Aide	NCP
Police Records Manager	UP
Police Sergeant	OP
Public Works Director	UP
Public Works Foreman (Bldgs. & Grounds & Parks)	NCP
Public Works Foreman (Roads)	NCP
Public Works Foreman (Machinery & Equipment)	NCP
Public Works Inspector	NCP
Public Works Maintainer I, II and III	OP
Public Works Mechanic I, II, III	OP
Recreation Director	UP
Reference Librarian	UP
Reference & Adult Services Manager	UP
Revenue Clerk	NCP
Senior Administrative Analyst	NCP
Senior Administrative Analyst/Procurement	NCP
Senior Administrative Coordinator	NCP
Senior Center/Community Room Coordinator	NCP
Social Services Director	UP
Special Projects Engineer	UP
Special Projects Manager	UP
Staff Accountant	NCP
Summer Program Director	NCP
Superintendent of Machinery & Equipment	UP
Superintendent of Operations	UP
Superintendent of Public Works	UP
Superintendent of Sanitary Sewer Collection System	UP
Superintendent of Solid Waste Management	UP
Technology & Technical Services Manager (Library)	UP
Teen Librarian	UP
Town Accountant	UP
Town Clerk	UP
Town Engineer	UP
Town Manager	UP
Wetlands Agent/Assistant Zoning Officer	UP

**TOWN OF AVON - NONORGANIZED CLASSIFIED POSITIONS**

<b><u>POSITION</u></b>	<b><u>RANGE</u></b>
Accounts Clerk	6
Administrative Clerk I	1
Administrative Clerk II	3
Administrative Coordinator	8
Administrative Secretary I	6
Administrative Secretary II	7
Administrative Analyst	8
Aquatics/Facility Director	6
Assessment Aide	5
Assessment Clerk	4
Assessment Technician	8
Assistant Assessor	9
Assistant to Assessor	6
Assistant Building Official	10
Assistant Collector of Revenue	8
Assistant to Collector of Revenue	7
Assistant Town Clerk I	6
Assistant Town Clerk II	8
Building Inspector	8
Building Office Technician	8
CAD/GIS Manager	11
Civil Engineering Assistant	10
Deputy Fire Marshal	8
Executive Secretary	9
Fire Inspector	8
Library Assistant	4
Library Circulation Supervisor	7
Library Specialist	6
Library Technical Assistant	6
Library Technician	5
Planning Aide	8
Police Records Aide	6
Public Works Administrative Coordinator	8
Public Works Foreman	11
Public Works Inspector	10
Revenue Clerk	4
Senior Accounts Clerk	7
Senior Administrative Analyst	9
Senior Administrative Analyst/Procurement	9
Senior Administrative Coordinator	9
Senior Center/Community Room Coordinator	8
Senior Staff Accountant	9
Staff Accountant	8
Summer Program Director	6
Youth Services Coordinator	7

**FY 2015/2016 SCHEDULE OF SALARY WAGE RANGES FOR CLASSIFIED EMPLOYEES HIRED BEFORE JULY 1, 1996**

<b>Range #</b>	<b>Classified</b>	<b>2015 Range</b>	<b>Biweekly 80</b>	<b>Biweekly 75</b>	<b>Annual 80</b>	<b>Annual 75</b>	<b>Overtime</b>
1	A	16.9223	1353.79	1269.18	35,198	32,999	25.3835
	B	17.7683	1421.46	1332.62	36,958	34,648	26.6524
	C	18.6569	1492.56	1399.27	38,806	36,381	27.9854
	D	19.5897	1567.18	1469.23	40,747	38,200	29.3845
	E	20.5691	1645.53	1542.68	42,784	40,110	30.8536
2	A	17.9377	1435.02	1345.33	37,310	34,979	26.9066
	B	18.8344	1506.75	1412.58	39,176	36,727	28.2516
	C	19.7760	1582.08	1483.20	41,134	38,563	29.6641
	D	20.7652	1661.21	1557.39	43,192	40,492	31.1478
	E	21.8033	1744.26	1635.25	45,351	42,516	32.7049
3	A	19.0134	1521.08	1426.01	39,548	37,076	28.5202
	B	19.9643	1597.15	1497.33	41,526	38,930	29.9465
	C	20.9626	1677.01	1572.19	43,602	40,877	31.4439
	D	22.0105	1760.84	1650.79	45,782	42,921	33.0158
	E	23.1115	1848.92	1733.36	48,072	45,067	34.6672
4	A	20.1549	1612.39	1511.62	41,922	39,302	30.2323
	B	21.1627	1693.01	1587.20	44,018	41,267	31.7440
	C	22.2207	1777.65	1666.55	46,219	43,330	33.3310
	D	23.3319	1866.55	1749.89	48,530	45,497	34.9978
	E	24.4984	1959.87	1837.38	50,957	47,772	36.7476
5	A	22.5731	1805.85	1692.98	46,952	44,017	33.8596
	B	23.7018	1896.14	1777.63	49,300	46,218	35.5527
	C	24.8866	1990.93	1866.49	51,764	48,529	37.3299
	D	26.1310	2090.48	1959.83	54,353	50,956	39.1966
	E	27.4344	2194.75	2057.58	57,064	53,497	41.1516
6	A	23.9280	1914.24	1794.60	49,770	46,660	35.8920
	B	25.1243	2009.94	1884.32	52,259	48,992	37.6864
	C	26.3805	2110.44	1978.54	54,871	51,442	39.5708
	D	27.6995	2215.96	2077.46	57,615	54,014	41.5492
	E	29.0846	2326.77	2181.34	60,496	56,715	43.6269
7	A	25.3634	2029.07	1902.26	52,756	49,459	38.0451
	B	26.6314	2130.52	1997.36	55,393	51,931	39.9472
	C	27.9631	2237.05	2097.23	58,163	54,528	41.9447
	D	29.3615	2348.92	2202.12	61,072	57,255	44.0423
	E	30.8296	2466.37	2312.22	64,126	60,118	46.2445
8	A	28.9143	2313.15	2168.57	60,142	56,383	43.3715
	B	30.3600	2428.80	2277.00	63,149	59,202	45.5400
	C	31.8779	2550.23	2390.84	66,306	62,162	47.8169
	D	33.4720	2677.76	2510.40	69,622	65,270	50.2080
	E	35.1456	2811.65	2635.92	73,103	68,534	52.7184
9	A	30.9382	2475.06	2320.36	64,351	60,329	46.4073
	B	32.4853	2598.83	2436.40	67,569	63,346	48.7280
	C	34.1093	2728.75	2558.20	70,947	66,513	51.1640
	D	35.8149	2865.19	2686.12	74,495	69,839	53.7224
	E	37.6055	3008.44	2820.41	78,219	73,331	56.4083
10	A	33.1034	2648.27	2482.76	68,855	64,552	49.6551
	B	34.7587	2780.69	2606.90	72,298	67,779	52.1380
	C	36.4968	2919.74	2737.26	75,913	71,169	54.7451
	D	39.5855	3166.84	2968.91	82,338	77,192	59.3783
	E	40.2376	3219.01	3017.82	83,694	78,463	60.3564
11	A	35.4212	2833.70	2656.59	73,676	69,071	53.1318
	B	37.1923	2975.39	2789.42	77,360	72,525	55.7885
	C	39.0519	3124.15	2928.89	81,228	76,151	58.5778
	D	41.0044	3280.35	3075.33	85,289	79,959	61.5066
	E	43.0546	3444.37	3229.10	89,554	83,956	64.5819

**FY 2015/2016 SCHEDULE OF SALARY WAGE RANGES FOR CLASSIFIED EMPLOYEES HIRED AFTER JULY 1, 1996**

<b>Range #</b>	<b>Classified</b>	<b>2015 Range</b>	<b>Biweekly 80</b>	<b>Biweekly 75</b>	<b>Annual 80</b>	<b>Annual 75</b>	<b>Overtime</b>
1	A	16.4297	1314.38	1232.23	34,174	32,038	24.6446
	B	16.8403	1347.23	1263.03	35,028	32,839	25.2605
	C	17.2616	1380.93	1294.62	35,904	33,660	25.8924
	D	17.6930	1415.44	1326.98	36,802	34,501	26.5396
	E	18.1355	1450.84	1360.16	37,722	35,364	27.2033
2	A	17.4152	1393.21	1306.14	36,224	33,960	26.1227
	B	17.7328	1418.62	1329.96	36,884	34,579	26.5992
	C	18.4042	1472.33	1380.31	38,281	35,888	27.6063
	D	18.7542	1500.34	1406.57	39,009	36,571	28.1313
	E	19.3359	1546.87	1450.19	40,219	37,705	29.0039
3	A	18.4599	1476.80	1384.50	38,397	35,997	27.6899
	B	18.9210	1513.68	1419.07	39,356	36,896	28.3815
	C	19.3942	1551.54	1454.57	40,340	37,819	29.0913
	D	19.8792	1590.33	1490.94	41,349	38,764	29.8187
	E	20.3765	1630.12	1528.24	42,383	39,734	30.5647
4	A	19.5673	1565.38	1467.54	40,700	38,156	29.3509
	B	20.0566	1604.53	1504.24	41,718	39,110	30.0849
	C	20.5577	1644.62	1541.83	42,760	40,088	30.8366
	D	21.0720	1685.76	1580.40	43,830	41,090	31.6079
	E	21.5987	1727.90	1619.90	44,925	42,117	32.3980
5	A	21.9155	1753.24	1643.66	45,584	42,735	32.8733
	B	22.4632	1797.05	1684.74	46,723	43,803	33.6948
	C	23.0250	1842.00	1726.87	47,892	44,899	34.5375
	D	23.6034	1888.27	1770.25	49,095	46,027	35.4051
	E	24.1904	1935.23	1814.28	50,316	47,171	36.2856
6	A	23.2302	1858.42	1742.26	48,319	45,299	34.8453
	B	23.8110	1904.88	1785.82	49,527	46,431	35.7164
	C	24.4064	1952.51	1830.48	50,765	47,592	36.6096
	D	25.0166	2001.32	1876.24	52,034	48,782	37.5248
	E	25.6421	2051.37	1923.16	53,336	50,002	38.4632
7	A	24.6244	1969.95	1846.83	51,219	48,018	36.9366
	B	25.2401	2019.21	1893.01	52,499	49,218	37.8602
	C	25.8710	2069.68	1940.33	53,812	50,448	38.8065
	D	26.5179	2121.43	1988.84	55,157	51,710	39.7768
	E	27.1808	2174.47	2038.56	56,536	53,003	40.7713
8	A	28.0714	2245.71	2105.35	58,388	54,739	42.1071
	B	28.7734	2301.87	2158.00	59,849	56,108	43.1601
	C	29.4926	2359.41	2211.95	61,345	57,511	44.2389
	D	30.2296	2418.37	2267.22	62,878	58,948	45.3444
	E	30.9856	2478.85	2323.92	64,450	60,422	46.4785
9	A	30.0366	2402.93	2252.75	62,476	58,571	45.0549
	B	30.7872	2462.98	2309.04	64,037	60,035	46.1808
	C	31.5574	2524.59	2366.80	65,639	61,537	47.3361
	D	32.3460	2587.68	2425.95	67,280	63,075	48.5190
	E	33.1548	2652.38	2486.61	68,962	64,652	49.7321
10	A	32.1338	2570.70	2410.03	66,838	62,661	48.2006
	B	32.9426	2635.41	2470.69	68,521	64,238	49.4139
	C	33.7662	2701.29	2532.46	70,234	65,844	50.6492
	D	34.6103	2768.82	2595.77	71,989	67,490	51.9154
	E	35.4754	2838.03	2660.65	73,789	69,177	53.2130
11	A	34.3894	2751.15	2579.20	71,530	67,059	51.5840
	B	35.2490	2819.92	2643.68	73,318	68,736	52.8735
	C	36.1304	2890.43	2709.78	75,151	70,454	54.1956
	D	37.0334	2962.67	2777.50	77,029	72,215	55.5500
	E	37.9593	3036.75	2846.95	78,955	74,021	56.9390



## ARTICLE IV: RATES OF PAY

### ANNUAL POLICE BASE SALARY and EDUCATION PAY

JULY 1, 2014 - JUNE 30, 2015

(Contract is in negotiations – FY 2014/2015 rates are listed below.)

BASE & ED PAY	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
<b>PATROL BASE SALARY</b>	30.2003	31.5464	32.6639	33.9770	35.3445	36.7643	38.2296
+ 1,125	30.7411	32.0872	33.2048	34.5179	35.8854	37.3051	38.7704
+ 2,450	31.3782	32.7242	33.8418	35.1549	36.5224	37.9421	39.4075
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
<b>DETECTIVE BASE SALARY</b>	32.0326	32.5551	34.9594	36.0104	37.4477	38.9587	40.5311
+ 1,300	32.6576	33.1801	35.5844	36.6354	38.0727	39.5837	41.1561
+ 2,600	33.2826	33.8051	36.2094	37.2604	38.6977	40.2087	41.7811
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
<b>SERGEANT BASE SALARY</b>	36.0104	37.5851	38.9587	40.5311	42.1470	43.8354	45.5941
+ 1,460	36.7124	38.2870	39.6606	41.2330	42.8489	44.5373	46.2960
+ 2,925	37.4167	38.9913	40.3649	41.9374	43.5532	45.2416	47.0003

---

### TELECOMMUNICATIONS DISPATCHER

#### HOURLY WAGES

Effective July 1, 2015, the following wage scale shall apply:

	New Hire Training	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Telecommunications Dispatcher	23.2191	24.3645	25.5774	26.8845	28.2187	29.6336

### ARTICLE XIII: RATES OF PAY (PUBLIC WORKS)

Effective July 1, 2015, the following wage scale shall apply:

<b>PUBLIC WORKS</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Maintainer I	22.8951	23.6821	24.5550	25.4565	26.4438	27.3883
Maintainer II	24.5550	25.4565	26.4438	27.3883	28.5330	29.7636
Maintainer III	26.4438	27.3883	28.5187	29.7636	30.9656	32.2821
Mechanic I	25.2418	26.2721	27.3883	28.5187	29.7636	
Mechanic II	27.3883	28.5187	29.7636	31.0229	32.2821	
Mechanic III	29.7636	31.0229	32.2821	33.7560	35.2298	

Crew Leader: \$1.25 per hour pay differential

Acting Public Works Foreman: \$1.75 per hour pay differential \*\*

\*\* Becomes effective if the Town appoints an Acting Public Works Foreman to cover a planned or unplanned extended absence of a Public Works Foreman for more than one (1) day.

---

#### DEPARTMENT OF PUBLIC WORKS AND RECREATION & PARKS SEASONAL SALARY SCHEDULE - MAY 1, 2015 - JUNE 30, 2016

Seasonal Laborer/Maintenance Assistant - Over 18 Years of Age ***	1 <sup>st</sup> year - \$ 9.50/hour 2 <sup>nd</sup> year - \$10.00/hour 3 <sup>rd</sup> year - \$10.50/hour 4 <sup>th</sup> year - \$11.00/hour 5 <sup>th</sup> year - \$11.50/year
Seasonal Laborer Intern	Minimum Wage (Currently \$9.15/hour) (\$9.60/hour on January 1, 2016)
Public Works Skilled Buildings Maintainer	Range 01- A - Yearly Town Pay Plan
Public Works Skilled Maintainer I	Union Wage

\*\*\* Experience in Department of Public Works related area will be evaluated and recommended for higher pay.

---

#### LIBRARY WAGE SCHEDULE JULY 1, 2015 - JUNE 30, 2016

Library Page	Minimum Wage (Currently \$9.15/hour) (\$9.60/hour on January 1, 2016)
--------------	--

#### INTERN WAGE SCHEDULE MAY 1, 2015 – APRIL 30, 2016

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Summer Intern	\$10.25	\$10.50	\$10.75	\$11.00	\$11.25
Special Project Intern	\$12.25	\$12.50	\$12.75	\$13.00	\$13.25

## TOWN OF AVON FY 2015-2016 UNCLASSIFIED SALARIES

RANGE	POSITION	SALARY RANGE	ACTUAL
I	Teen Librarian	\$52,110 - \$73,240	\$ 53,586
	Reference Librarian		\$ 56,116
II	Circulation and Outreach Manager (Librarian)	\$56,580 - \$77,940	\$ 60,788
	Technology & Technical Services Manager (Librarian)		\$ 60,788
	Children's & Teen Services Manager (Librarian)		\$ 60,941
	Reference and Adult Services Manager (Librarian)		\$ 65,559
	Personnel Administrator		\$ 65,600
III	Collector of Revenue	\$61,155 - \$85,300	\$ 67,262
	Social Services Director		\$ 87,135
	Assistant Building Official/Fire Marshal <sup>1</sup>		\$ 95,789
	Assistant Library Director/Adult Services (Vacant)		0
IV	Superintendent of Sanitary Sewer Collection System	\$64,170 - \$89,780	\$ 73,163
	Town Clerk		\$ 76,630
	Planning and Community Development Specialist		\$ 86,177
	Assistant to the Town Manager (Vacant)		0
	Superintendent of Buildings & Grounds (Vacant)		0
	Superintendent of Highways (Vacant)		0
	Superintendent of Operations (Vacant)		0
	Superintendent of Machinery & Equipment (Vacant)		0
V	Superintendent of Solid Waste Management (Vacant)	\$67,295 - \$94,150	0
	Assistant Town Engineer		\$ 73,858
	Building Official <sup>2</sup>		\$ 83,557
	Town Accountant		\$ 85,732
VI	Recreation Director	\$72,640 - \$101,850	\$ 83,538
	Assessor <sup>3</sup>		\$ 72,090
VII	Assistant Town Manager (partially funded)	\$78,490 - \$109,910	\$ 35,000
	Deputy Director Public Works		\$ 91,271
	Police Lieutenant		\$102,085
	Human Resources Director		\$103,081
	Deputy Town Engineer (Vacant)		0
VIII	Library Director	\$84,850 - \$118,750	\$107,500
	Director of Planning and Community Development		\$110,000
	Police Captain		\$111,510
IX	Town Engineer	\$91,500 - \$128,120	\$100,706
	Public Works Director		\$114,988
	Finance Director		\$118,649
	Chief of Police		\$129,352
X	Special Projects Engineer	Determined by Town Manager	
	Special Projects Manager		Determined by Town Manager
	Town Manager		Determined by Town Council

<sup>1</sup> Includes \$10,000 stipend for work as Fire Marshal and \$5,000 for Emergency Management Director.

<sup>2</sup> Includes \$ 1,750 stipend for Fire Marshal/Inspector, \$1,500 stipend for work done as DZEO.

<sup>3</sup> Part-Time position, includes \$6,766 stipend for work done in Canton.

**RECREATION AND PARK DEPARTMENT  
SALARY SCHEDULE**

**MAY 1, 2015 - APRIL 30, 2016**

**HOURLY RATES OF PAY**

**POOL**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Aquatics/Facility Director	See Range #6 for Classified Employees				
Assistant Aquatic/Facility Director	See Range #5 for Classified Employees				
Head Lifeguard	10.50	10.75	11.00	11.25	11.50
Lifeguard	9.50	9.75	10.00	10.25	10.50
WSI Swim Instructor	18.00	18.00	18.00	18.00	18.00
WSI Swim Instructor Aid	12.00	12.00	12.00	12.00	12.00
Head Coach Swim Team	18.00	18.00	18.00	18.00	18.00
Assistant Coach Swim Team	12.00	12.00	12.00	12.00	12.00
Gate Attendant (Summer - Day)	10.00	10.25	10.50	10.75	11.00
Gate Attendant (Winter/Summer evening)	9.25	9.50	9.75	10.00	10.25

**CAMP**

Summer Program Director	See Range #6 for Classified Employees				
Head Leader	10.50	10.75	11.00	11.25	11.50
Recreation Leader	9.25	9.50	9.75	10.00	10.25
Special Needs Counselor (BOE Rate)	10.25	10.50	10.75	11.00	11.25
Special Needs Paraprofessional (BOE Rate)	15.51	15.98	16.46	16.95	17.46

**RECREATIONAL PROGRAMS**

Gym Supervisor, Facility Attendant, Program Supervisors, Park Attendant	13.00	13.50	14.00	14.50	15.00
Seasonal Office Assistance, Special Needs Aide (Under 18)	9.25	9.50	9.75	10.00	10.25
Seasonal Office Assistance (Over 18)	10.00	10.25	10.50	10.75	11.00

**PARKS**

Seasonal Part-Time Facility Attendant	12.75	13.25	13.75	14.25	14.75
---------------------------------------	-------	-------	-------	-------	-------

**TOWN OF AVON  
PAYROLL CALENDAR (EXCEPT FOR POLICE)  
FISCAL YEAR 2015-2016**

<b><u>PAYROLL #</u></b>	<b><u>PAYROLL PERIOD</u></b>		<b><u>PAY DATE</u></b>
1.	June 28	- July 11	July 16, 2015
2.	July 12	- July 25	July 30, 2015
3.	July 26	- August 8	August 13, 2015
4.	August 9	- August 22	August 27, 2015
5.	August 23	- September 5	September 10, 2015
6.	September 6	- September 19	September 24, 2015
7.	September 20	- October 3	October 8, 2015
8.	October 4	- October 17	October 22, 2015
9.	October 18	- October 31	November 5, 2015
10.	November 1	- November 14	November 19, 2015
11.	November 15	- November 28	December 3, 2015
12.	November 29	- December 12	December 17, 2015
13.	December 13	- December 26	December 31, 2015
14.	December 27	- January 9	January 14, 2016
15.	January 10	- January 23	January 28, 2016
16.	January 24	- February 6	February 11, 2016
17.	February 7	- February 20	February 25, 2016
18.	February 21	- March 5	March 10, 2016
19.	March 6	- March 19	March 24, 2016
20.	March 20	- April 2	April 7, 2016
21.	April 3	- April 16	April 21, 2016
22.	April 17	- April 30	May 5, 2016
23.	May 1	- May 14	May 19, 2016
24.	May 15	- May 28	June 2, 2016
25.	May 29	- June 11	June 16, 2016
26.	June 12	- June 25	June 30, 2016

**TOWN OF AVON  
POLICE PAYROLL CALENDAR  
FISCAL YEAR 2015-2016**

<b><u>PAYROLL #</u></b>	<b><u>PAYROLL PERIOD</u></b>		<b><u>PAY DATE</u></b>
1.	June 29	- July 12	July 16, 2015
2.	July 13	- July 26	July 30, 2015
3.	July 27	- August 9	August 13, 2015
4.	August 10	- August 23	August 27, 2015
5.	August 24	- September 6	September 10, 2015
6.	September 7	- September 20	September 24, 2015
7.	September 21	- October 4	October 8, 2015
8.	October 5	- October 18	October 22, 2015
9.	October 19	- November 1	November 5, 2015
10.	November 2	- November 15	November 19, 2015
11.	November 16	- November 29	December 3, 2015
12.	November 30	- December 13	December 17, 2015
13.	December 14	- December 27	December 31, 2015
14.	December 28	- January 10	January 14, 2016
15.	January 11	- January 24	January 28, 2016
16.	January 25	- February 7	February 11, 2016
17.	February 8	- February 21	February 25, 2016
18.	February 22	- March 6	March 10, 2016
19.	March 7	- March 20	March 24 2016
20.	March 21	- April 3	April 7, 2016
21.	April 4	- April 17	April 21, 2016
22.	April 18	- May 1	May 5, 2016
23.	May 2	- May 15	May 19, 2016
24.	May 16	- May 29	June 2, 2016
25.	May 30	- June 12	June 16, 2016
26.	June 13	- June 226	June 30, 2016